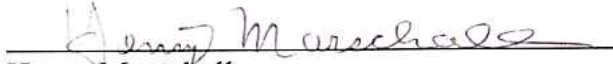


This labor agreement is entered into in the spirit of partnership by both management and labor

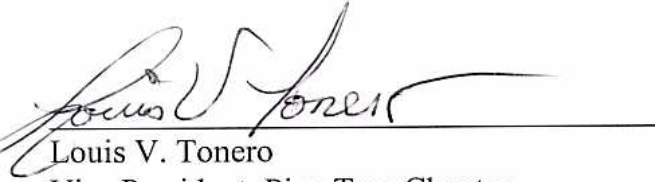
**FOR LABOR:**



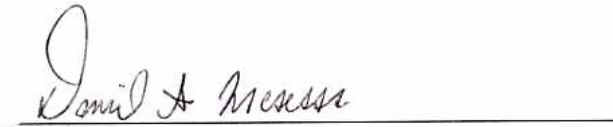
Peter Stroul, National Representative  
Association of Civilian Technicians



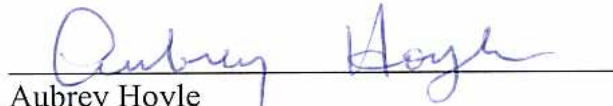
Henry Marschall  
President, Pine Tree Chapter  
Association of Civilian Technicians



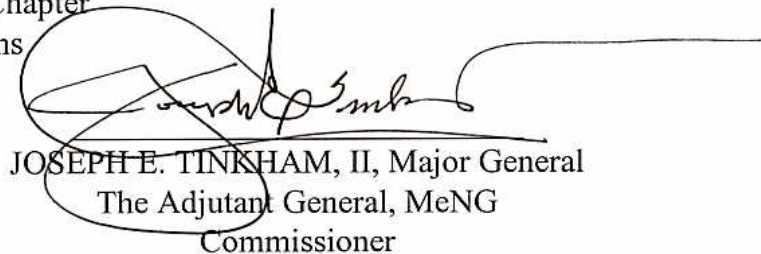
Louis V. Tonero  
Vice President, Pine Tree Chapter  
Association of Civilian Technicians



Daniel Masessa  
Labor Representative, Pine Tree Chapter  
Association of Civilian Technicians



Aubrey Hoyle  
Labor Representative, Pine Tree Chapter  
Association of Civilian Technicians

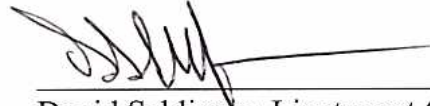


JOSEPH E. TINKHAM, II, Major General  
The Adjutant General, MeNG  
Commissioner

20 MAR 01

Date

**FOR MANAGEMENT:**



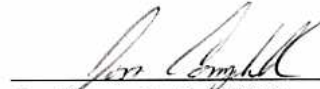
David Schlieper, Lieutenant Colonel  
Supervisory Logistics Mgmt Specialist



Stephen Hatt, Major  
Labor Relations Specialist/Equal Employment Mgr



Conrad Damboise, CW4  
Heavy Mobile Equipment Mech Supervisor



Jon Campbell, CW3  
Supervisory Maintenance Test Pilot